

BILL NO. 85-25

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 85-25

Introduced by Council President Hardwicke at the  
request of the County Executive

Legislative Day No. 85-14 Date May 21, 1985

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 84-33, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees, judicial service employees, and State's Attorney's employees; to further provide for new position plans and salary grades for classified and exempt employees, Circuit Court and State's Attorney's Office employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 21, 1985

Introduced, read first time, ordered posted and public hearing scheduled

on: June 18, 1985

at: 6:30 P.M.

By Order: Angela Markowski, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 18, 1985 and concluded on June 18, 1985.

Angela Markowski, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.  
[Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 85-25

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance Number 83-33, as amended, heading, Harford County Pay and Classification Plan, be, and it is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Judicial, and State's Attorney's Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinances, all to read as follows:

Harford County Classification Plan

General Administration:

Administrative Assistant I	S-06
Administrative Assistant II	S-08
Assistant County Attorney	M-16
Bus Driver	S-02
Buyer	S-10
Commission for Women Coordinator	M-10
Crisis Intervention Worker	S-02
Deputy Director of Public Works	M-18
Clerk/Dispatcher	S-05
Dispatcher/Maintenance Clerk	S-05
Emergency Services Coordinator	M-10
Equal Opportunity Officer	S-06
Grants Coordinator	S-12
Grants Specialist I	S-06
Grants Specialist II	S-08
Human Relations Coordinator	M-10
Legal Assistant I	S-05
Legal Assistant II	S-09
Legislative Drafter	M-11
Legislative Research Assistant	S-06
Management Analyst	M-12
Management Assistant I	M-10

1	Management Assistant II	M-12
2	Motor Coach Driver	S-04
3	Nutrition Project Supervisor	S-06
4	Nutrition Site Worker	S-01
5	Outreach Worker	S-04
6	Personnel Assistant	S-07
7	Personnel Specialist	S-08
8	Position Classification Specialist	S-11
9	Purchasing Agent I	S-08
10	Purchasing Agent II	S-10
11	Purchasing Agent II	M-10
12	Tourist Development Coordinator	M-10
13	Building Maintenance Service:	
14	Building Construction and Repair Supervisor	M-10
15	Building Maintenance Worker	S-04
16	Building Maintenance Mechanic I	S-07
17	Building Maintenance Mechanic II	S-09
18	Building Maintenance Supervisor	M-10
19	Chief Custodian	M-05
20	Custodian I	S-01
21	Custodian II	S-03
22	Superintendent of Buildings and Grounds	M-12
23	Clerical Service:	
24	Clerk Stenographer I	S-03
25	Clerk Stenographer II	S-04
26	Clerk Typist I	S-02
27	Clerk Typist II	S-04
28	Fixed Asset Control Clerk	S-03
29	Legal Clerk	S-05
30	Legal Secretary	S-06
31	Mail Room Clerk-Messenger	S-02
32	Office Aide	S-01

1	Personnel Clerk - Trainee	S-03
2	Personnel Clerk	S-05
3	Secretary	S-05
4	Secretary (Typing)	S-04
5	Stenographer, Legal and Legislative	S-05
6	Telecommo-graphics Leader	S-05
7	Telecommo-graphics Operator	S-04
8	Timekeeper	S-03
9	Engineering and Related Service:	
10	Chief Construction Inspector	M-12
11	Chief, Engineering Division	M-16
12	Chief, Facilities and Operations Division	M-15
13	Chief, Highways Division	M-15
14	Chief, Solid Waste Management Division	M-15
15	Chief, Water and Sewer Division	M-16
16	Chief Materials and Testing Inspector	M-12
17	[Chief of Operations and Maintenance	M-13]
18	Civil Engineer I	S-11
19	Civil Engineer II	M-13
20	Civil Engineer III	M-14
21	Construction Inspector I	S-07
22	Construction Inspector II	S-09
23	Construction Inspector III	S-11
24	Drafting Technician I	S-04
25	Drafting Technician II	S-06
26	Drafting Technician III	S-07
27	Drafting Technician IV	S-09
28	Engineering Associate I	S-07
29	Engineering Associate II	S-09
30	Engineering Associate III	S-11
31	Engineering Associate IV	M-12
32	Engineering Records Technician	S-09

1	Material Inspector I	S-07
2	Material Inspector II	S-09
3	Material Inspector III	S-11
4	Right-of-Way Agent	M-11
5	Traffic Engineer	M-13
6	WATER AND SEWER OPERATION AND MAINTENANCE CHIEF	M-14
7	Fiscal and Accounting Service:	
8	Accountant I	M-10
9	Accountant II	M-12
10	Accountant III	M-13
11	Accounting Clerk I	S-05
12	Accounting Clerk II	S-07
13	Accounting Technician	S-09
14	Assistant Comptroller	M-12
15	Budget Analyst	M-14
16	CASHIER (ENTRY LEVEL)	S-05
17	Cashier	S-06
18	Chief, Bureau of Accounting	M-14
19	Comptroller	M-14
20	Computer Operator	S-06
21	Computer Operator Trainee	S-05
22	Data Control Clerk	S-04
23	Data Entry Leader	S-05
24	Data Entry Operator	S-04
25	Data Processing Manager	M-16
26	[Data Processing Supervisor	M-13]
27	Deputy Treasurer	M-15
28	Internal Auditor I	S-10
29	Internal Auditor II	S-12
30	Programmer	S-08
31	Programmer Analyst	S-11
32	Revenue Control Supervisor	M-10

1	Senior Computer Operator	S-09
2	Supervisor of Cashiers	M-10
3	Systems Analyst	M-13
4	Parks and Recreation Service:	
5	Activity Coordinator	S-11
6	Chief of Parks and Facilities	M-14
7	Chief of Recreation	M-14
8	Community Director	S-10
9	Community Leader	S-06
10	District Supervisor	M-12
11	Park Naturalist	S-08
12	Park Security Worker	S-05
13	PARKS AND FACILITIES MAINTENANCE SUPERVISOR	M-12
14	Program Coordinator for the Handicapped	S-08
15	[Supervisor of Maintenance	M-12]
16	Planning and Zoning Service:	
17	Chief, Comprehensive Planning and Special Projects	M-16
18	Graphics Illustrator	S-06
19	Planner I	S-10
20	Planner II	S-12
21	Planner III	M-14
22	Planning and Zoning Clerk	S-06
23	Planning and Zoning Technician	S-08
24	Planning Assistant I	S-08
25	Planning Assistant II	S-09
26	Urban Design Specialist	M-14
27	Zoning Administrator	M-13
28	Zoning Inspector	S-07
29	Public Safety Service:	
30	Animal Control Warden I	S-04
31	Animal Control Warden II	S-05
32	Chief Animal Control Warden	M-07

1	[Chief Emergency Equipment Dispatcher	M-09]
2	CHIEF, EMERGENCY COMMUNICATIONS DIVISION	M-13
3	Emergency Equipment Dispatcher I	S-06
4	Emergency Equipment Dispatcher II	S-07
5	Emergency Equipment Dispatcher III	S-08
6	Safety Assistant	S-07
7	Safety Inspector	S-09
8	Safety Officer	M-13
9	Labor and Trades Service:	
10	Assistant Foreman	H-09
11	Assistant Storekeeper	[H-01]H-03
12	Automotive Mechanic I	H-09
13	Automotive Mechanic II	H-11
14	Automotive Mechanic Helper	H-06
15	Chauffeur-Laborer	H-05
16	Equipment Operator I	H-06
17	Equipment Operator II	H-08
18	Equipment Operator III	H-11
19	Flagger	H-00
20	[Laborer	H-00]
21	Laborer	H-01
22	Laborer	H-02
23	Lubrication Worker	H-08
24	Maintenance Worker	H-06
25	Meter Mechanic	H-06
26	Storekeeper	H-08
27	Storekeeper/Maintenance Mechanic	H-10
28	Tire Changer	H-02
29	Tractor Trailer Operator	H-07
30	Trades Helper	H-01
31	Utility Worker	H-10
32	Watchman	H-00

## Public Works Operation Service:

1	Acting Superintendent of Solid Waste Management	M-12
2	Assistant Superintendent of Plant Operations	M-12
3	Assistant Sign Fabricator	S-04
4	Automotive Equipment Supervisor	M-11
5	Foreman	M-09
6	HIGHWAY MAINTENANCE SUPERVISOR	M-11
7	Laboratory Supervisor	M-10
8	Laboratory Technician	S-08
9	Landfill Attendant	S-01
10	Landfill Attendant Supervisor	M-05
11	Plant Operator Trainee	S-05
12	Pumping Station Mechanic	S-08
13	Senior Waste Water Treatment Plant Operator	S-08
14	Senior Water Treatment Plant Operator	S-08
15	Shift Supervisor	M-10
16	Sign Fabricator	S-07
17	Superintendent (Hwys. - W & S)	M-13
18	Superintendent of Highways, Construction & Drainage	M-13
19	Superintendent of Plant Operations	M-13
20	Superintendent of Solid Waste Management	M-10
21	[Supervisor of Maintenance	M-11]
22	Supervisor of PLANT Operations	M-09
23	Waste Water Treatment Plant Operator	S-07
24	Water Plant Operator	S-07
25	WATER AND SEWER MAINTENANCE SUPERVISOR	M-11

## Permits and Inspection Service:

26	Building Inspector I	S-08
27	Building Inspector II	S-09
28	Building Inspector III	S-11
29	Chief of Building Services	M-14
30	Chief Electrical Inspector	M-13



1	Chief Plumbing Inspector	M-13
2	Electrical Inspector I	S-08
3	Electrical Inspector II	S-09
4	Electrical Inspector III	S-11
5	Licenses and Permits Clerk	S-07
6	Licenses and Permits Clerk Trainee	S-04
7	Mobile Homes/Abandoned Properties Coordinator	S-10
8	Plans Reviewer	S-08
9	Plumbing Inspector I	S-08
10	Plumbing Inspector II	S-09
11	Plumbing Inspector III	S-11
12	Sediment Control Inspector	S-08
13	Exempt Personnel	Grade
14	County Attorney (Part-Time)	E-[38]20
15	Deputy County Attorney (Full-Time)	E-[37]15
16	Deputy County Attorney (Part-Time)	E-[37]15
17	[Clerk	E-10]
18	Council Attorney (Part-Time)	E-[35]13
19	Director of Administration	E-[42]21
20	Director of Community Services	E-[35]17
21	Director of Economic Development	E-[35]14
22	Director of Emergency Services Coordination	E-[37]14
23	Director of Inspections, Licenses and Permits	E-[38]18
24	Director of Parks and Recreation	E-[38]18
25	Director of Planning and Zoning	E-[38]18
26	Director of Procurement	E-[36]16
27	Director of Public Works	E-[42]20
28	Personnel Officer	E-[36]16
29	[Public Information Officer	E-01]
30	[Legislative Liaison (Part-Time)	E-01]
31	Secretary-Administration	E-[26]03
32	Secretary-Community Services	E-[24]02

1	Secretary-County Attorney	E-[25]02
2	Secretary-County Executive	E-[27]04
3	Secretary-Department of Public Works	E-[26]03
4	Secretary-Economic Development	E-[24]01
5	Secretary-Inspections, Licenses and Permits	E-[25]02
6	Secretary-Parks and Recreation	E-[25]02
7	Secretary-Personnel	E-[24]01
8	Secretary-Planning and Zoning	E-[25]02
9	Secretary-Procurement	E-[24]01
10	Secretary-Treasury	E-[26]03
11	Secretary of the Council	E-[33]12
12	Treasurer	E-[42]20

13		Minimum	Maximum
14		Salary	Salary
15	[People's Counsel	\$13,187	\$17,922]
16	Zoning Hearing Examiner	[\$13,187]	[\$17,195]
17	(Part-Time)	\$13,846	\$18,055
18	Associate Zoning Hearing		
19	Examiner (Part-Time)	[\$12,340]	[\$16,105]
20		\$12,857	\$16,910

21	Special Funded Positions			
22	Judicial:	Minimum	Maximum	Grade
23		Salary	Salary	
24	Court Bailiff	\$8,547	\$8,547	
25	Court Reporter I	\$22,700	\$27,500	
26	Court Reporter II	\$28,800	\$35,000	
27	Jury Commissioner			E-02
28	Law Clerk	\$15,000	\$15,000	
29	Secretary (Administrative)			E-03
30	Secretary (Judicial)			E-02
31	Juvenile Master	\$25.00	\$35.00	
32		per hour	per hour	

1 Assistant to Jury  
 2 Commissioner \$10,250 \$12,925  
 3 Investigator-Coordinator \$ 8,900  
 4 Law Intern (Part-Time) \$4.20 per hour

5 State's Attorney's Office

6 Assistant State's Attorney I E-08  
 7 Assistant State's Attorney II E-10  
 8 Assistant State's Attorney III E-13  
 9 Deputy State's Attorney E-15

10 (Note: The above positions are funded by Harford County pursuant  
 11 to State law and is included as a schedule of payments only; above  
 12 listed positions are not Harford County employment positions.)

13 Section 2. Be It Further Enacted, that this act shall not be  
 14 codified in the Harford County Code, as amended.

15 Section 3. Be It Further Enacted, that this act is hereby declared  
 16 to be an Emergency Act, necessary for the proper operation of the  
 17 County government, and it shall become law on the date it is signed  
 18 by the County Executive; however, no payments or benefits shall  
 19 accrue until on or after the first pay period in July 1985.

20 EFFECTIVE: June 20, 1985

21  
 22 *The Secretary of the Council does hereby*  
 23 *certify that fifteen (15) copies of this Bill*  
 24 *are immediately available for distribution to*  
 25 *the public and the press.*

26 Angela Markowski, Secretary  
 27  
 28  
 29  
 30  
 31  
 32

85-25

HARFORD COUNTY SALARY PAY SCHEDULE  
CLASSIFIED SERVICE  
EFFECTIVE FIRST PAY PERIOD IN JULY, 1985

Grade	1	2	3	4	5	6	7
S-01	12,195	12,560	12,937	13,326	13,726	14,136	14,560
S-02	12,762	13,146	13,540	13,946	14,363	14,795	15,239
S-03	13,444	13,846	14,262	14,690	15,131	15,583	16,050
S-04	14,162	14,587	15,024	15,475	15,940	16,418	16,911
S-05	14,956	15,406	15,868	16,343	16,835	17,340	17,859
S-06	15,790	16,263	16,752	17,255	17,772	18,306	18,855
S-07	16,772	17,275	17,793	18,326	18,877	19,443	20,027
S-08	17,793	18,326	18,877	19,443	20,027	20,626	21,245
S-09	18,964	19,533	20,119	20,723	21,344	21,984	22,643
S-10	20,252	20,859	21,486	22,129	22,792	23,477	24,182
S-11	21,652	22,302	22,970	23,659	24,369	25,100	25,853
S-12	23,202	23,898	24,614	25,352	26,114	26,898	27,705
S-13	24,904	25,653	26,421	27,214	28,031	28,872	29,737
S-14	26,796	27,600	28,428	29,280	30,159	31,063	31,996
S-15	28,876	29,741	30,635	31,553	32,500	33,474	34,478
S-16	31,146	32,080	33,044	34,034	35,054	36,106	37,190
S-17	33,679	34,689	35,729	36,801	37,905	39,043	40,215
S-18	36,318	37,409	38,532	39,687	40,879	42,104	43,368

Effective the last pay period in December, 1985 all unit members who are at step seven (7) as of June 30, 1985, shall receive a one time only payment of Four Hundred Dollars (\$400.00) per eligible unit member.

85-25

# HARFORD COUNTY HOURLY PAY SCHEDULE EFFECTIVE FIRST PAY PERIOD IN JULY, 1985

Grade	1	2	3	4	5	6
H-1	6.39 13,291	6.86 14,269	6.99 14,539	7.12 14,810	7.21 14,997	7.28 15,142
H-2	6.53 13,582	6.99 14,539	7.12 14,810	7.28 15,142	7.35 15,288	7.42 15,434
H-3	6.67 13,874	7.12 14,810	7.28 15,142	7.42 15,434	7.49 15,579	7.57 15,746
H-4	6.81 14,165	7.28 15,142	7.42 15,434	7.57 15,746	7.66 15,933	7.76 16,141
H-5	6.96 14,477	7.42 15,434	7.57 15,746	7.76 16,141	7.82 16,266	7.92 16,474
H-6	7.10 14,768	7.57 15,746	7.76 16,141	7.92 16,474	7.99 16,619	8.09 16,827
H-7	7.30 15,184	7.76 16,141	7.92 16,474	8.09 16,827	8.16 16,973	8.29 17,243
H-8	7.50 15,600	7.92 16,474	8.09 16,827	8.29 17,243	8.40 17,472	8.49 17,659
H-9	7.63 15,870	8.09 16,827	8.29 17,243	8.49 17,659	8.60 17,888	8.71 18,117
H-10	7.82 16,266	8.29 17,243	8.49 17,659	8.71 18,117	8.80 18,304	8.93 18,574
H-11	8.03 16,702	8.49 17,659	8.71 18,117	8.93 18,574	9.04 18,803	9.17 19,074

HARFORD COUNTY SALARY PAY SCHEDULE  
CLASSIFIED MANAGEMENT/TECHNICAL SERVICE  
EFFECTIVE FIRST PAY PERIOD IN JULY, 1985

Grade	1	2	3	4	5	6	7	8	9
M-01	11,695	11,971	12,249	12,569	12,885	13,083	13,245	13,441	13,600
M-02	12,249	12,569	12,885	13,284	13,640	13,839	14,036	14,235	14,435
M-03	12,885	13,284	13,640	14,036	14,435	14,634	14,873	15,070	15,308
M-04	13,640	14,036	14,435	14,873	15,308	15,546	15,746	16,020	16,260
M-05	14,435	14,873	15,308	15,746	16,260	16,498	16,778	17,016	17,295
M-06	15,308	15,746	16,260	16,778	17,295	17,572	17,849	18,166	18,485
M-07	16,260	16,778	17,295	17,849	18,445	18,762	19,079	19,398	19,756
M-08	17,295	17,849	18,445	19,079	19,716	20,074	20,430	20,789	21,144
M-09	18,445	19,079	19,716	20,430	21,144	21,502	21,902	22,299	22,695
M-10	19,716	20,430	21,144	21,902	22,695	23,088	23,528	23,963	24,402
M-11	21,144	21,902	22,695	23,528	24,402	24,838	25,314	25,791	26,309
M-12	22,695	23,528	24,402	25,314	26,268	26,784	27,299	27,817	28,372
*M-13	24,402	25,314	26,268	27,299	28,372	28,928	29,484	30,080	30,676
M-14	26,268	27,299	28,372	29,484	30,637	31,270	31,908	32,542	33,128
M-15	28,372	29,484	30,637	31,878	33,178	33,852	34,526	35,242	35,995
M-16	30,637	31,866	33,178	34,526	35,956	36,988	37,776	38,578	39,373
M-17	33,178	34,526	35,956	37,297	38,695	39,421	40,160	40,915	41,685
M-18	35,956	37,297	38,695	40,160	41,685	42,470	43,273	44,090	44,925
M-13	27,038	28,119	29,201	30,282	31,364	32,445	33,527	34,608	35,690

\*A special rate range is established for Systems Analyst M-13 position. The pay scale for Systems Analyst, M-13 is:

HARFORD COUNTY EXEMPT SERVICE SALARY PLAN  
EFFECTIVE FIRST PAY PERIOD IN JULY, 1985

Grade	1	2	3	4	5	6	7
E-01	16,356	17,121	17,962	18,833	19,725	20,696	21,692
E-02	17,121	17,962	18,833	19,725	20,696	21,692	22,740
E-03	17,962	18,833	19,725	20,696	21,692	22,740	23,837
E-04	18,833	19,725	20,696	21,692	22,740	23,837	25,012
E-05	19,725	20,696	21,692	22,740	23,837	25,012	26,212
E-06	20,696	21,692	22,740	23,837	25,012	26,212	27,515
E-07	21,692	22,740	23,837	25,012	26,212	27,515	28,842
E-08	22,740	23,837	25,012	26,212	27,515	28,842	30,246
E-09	23,837	25,012	26,212	27,515	28,842	30,246	31,730
E-10	25,012	26,212	27,515	28,842	30,246	31,730	33,285
E-11	26,212	27,515	28,842	30,246	31,730	33,285	34,922
E-12	27,515	28,842	30,246	31,730	33,285	34,922	36,630
E-13	28,842	30,246	31,730	33,285	34,922	36,630	38,444
E-14	30,246	31,730	33,285	34,922	36,630	38,444	40,331
E-15	31,730	33,285	34,922	36,630	38,444	40,331	42,300
E-16	33,285	34,922	36,630	38,444	40,331	42,300	44,396
E-17	34,922	36,630	38,444	40,331	42,300	44,396	46,592
E-18	36,630	38,444	40,331	42,300	44,396	46,592	48,890
E-19	38,444	40,331	42,300	44,396	46,592	48,890	
E-20	40,331	42,300	44,396	46,592	48,890		
E-21	42,300	44,396	46,592	48,890			
E-22	44,396	46,592	48,890				
E-23	46,592	48,890					
E-24	48,890						

85-25

BY THE COUNCIL

BILL NO. 85-25

Read the third time.

Passed LSD 85-13 (June 18, 1985)

Failed of Passage \_\_\_\_\_

By order

Angela Markowski, Secretary

Sealed with the County Seal and presented to the County Executive  
for his approval this 19th day of June, 1985  
at 3:00 o'clock P.M.

Angela Markowski, Secretary



APPROVED:

BY THE EXECUTIVE

[Signature]  
County Executive  
Date 6-20-85

BY THE COUNCIL

This Bill (No. 85-25), having been approved by the Executive  
and returned to the Council, becomes law on June 20, 1985.

Angela Markowski, Secretary

EFFECTIVE DATE: June 20, 1985

85-25